

THE STATE BAR OF CALIFORNIA DIVERSITY COALITION STATEMENT OF DIVERSITY PRINCIPLES

The State Bar Diversity Coalition is a coalition of various State Bar Sections and Committees. The Coalition and signatories hereto are committed to fostering diversity within the State Bar and legal profession. Diversity is an inclusive concept and encompasses, without limitation, race, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age, disability, marital and familial status, as well as practice setting, geographical location, prior experience and length of time in practice. With greater diversity, we can be more creative, effective and just — bringing more varied experiences, perspectives, backgrounds, talents, and interests to the practice of law and the administration and activities of the State Bar and its sections and committees. Diversity is not about quotas or different standards. Rather, it is about inclusion and giving all members of the bar and our committees the greatest possible opportunity to join, participate and contribute in all aspects of the profession and the State Bar Sections' and Committees' administration and activities. We believe all members of the bar should participate equally and fully in our profession.

To this end, we pledge to facilitate diversity by:

- (1) promoting membership and leadership opportunities within State Bar Sections and Committees to attorneys of all backgrounds;
- (2) promoting opportunities for attorneys of all backgrounds to participate in speaking engagements and writing opportunities hosted by State Bar Sections and Committees; and
- (3) encouraging high school and college students from all backgrounds to attend law school and pursue legal careers.

Accordingly, the signatories below reaffirm their commitment to the foregoing principles.